

# SIKKIM



## GOVERNMENT

## GAZETTE

### EXTRAORDINARY PUBLISHED BY AUTHORITY

Gangtok

Saturday 21<sup>st</sup> October, 2023

No. 421

GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL  
GANGTOK

No. 122/GEN/DOP

Dated: 05/09/2023

#### NOTIFICATION

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India, the Governor of Sikkim hereby makes the following rules, regulating the method of recruitment, promotion and the conditions of service of persons appointed under the Mechanical Division, Roads and Bridges Department, namely: -

<b>Short title and Commencement</b>	(1) (1) These rules may be called the Sikkim State Roads and Bridges Sub-ordinate (Mechanical Division) Employees Recruitment Rules, 2022.  (2) They shall come into force with effect from the date of publication in the official Gazette.
<b>Definition</b>	2. (1) In these rules, unless the context otherwise requires:-  (a) "Appointed Day" means the date on which these rules shall come into force;  (b) "Appointing Authority" means the Secretary to the Government of Sikkim in the Roads and Bridges Department;  (c) "Committee" means the Committee constituted under the sub-rule (3) of rule 5 to consider appointment or promotion to and confirmation in any grade;  (d) "Department" means the Mechanical Division, Roads and Bridges Department, Government of Sikkim;  (e) "Duty Post" means any post specified in the Schedule;  (f) "Government" means the Government of Sikkim;  (g) "Grade" means any of the grades or classes specified in the Schedule;

		<p>(h) "Regular Service in relation to any grade" means the periods of service in that grade rendered after appointment according to the prescribed procedure and includes any period or periods:</p> <ul style="list-style-type: none"> <li>(i) taken into account for the purpose of seniority in the case of those appointed at the initial constitution of the service;</li> <li>(ii) during which the person would have held a duty post in that grade but for being on leave or otherwise not being available for holding such posts.</li> </ul> <p>(i) "Schedule" means the Schedule appended to these rules;</p> <p>(j) "Year" means a year reckoned according to the English calendar.</p>
<b>Initial Constitution of the Service</b>	3.	(1) The incumbents holding the above posts who were appointed on regular basis to the said posts before the commencement of these rules, shall be deemed to be appointed to the said post under these rules and the service rendered by them in the said post on regular basis before commencement shall be taken into account for the purpose of probation, confirmation, promotion, etc.
<b>Method of Recruitment, Age Limit, Qualifications etc.</b>	4.	(1) The method of recruitment, age limit, qualifications and other matters relating thereto shall be as specified in Schedule – I and II appended to these rules.
<b>Disqualification for appointment</b>	5.	<p>No person:</p> <ul style="list-style-type: none"> <li>(i) who has entered or contracted marriage with a person having a spouse living: or</li> <li>(ii) who, having a spouse living, has entered into or contracted a marriage with any other person, shall be eligible for appointment to the Service.</li> </ul> <p>Provided the Government may, if satisfied that such marriage is permissible under the personal law or customs applicable to such person and other party to the marriage, exempt any person from the operation of this rule.</p>
<b>Disqualification for admission to examination</b>	6.	<ul style="list-style-type: none"> <li>(i) No person who attempts to obtain support for his candidature by any means shall be qualified for admission to the competitive examination by the Committee.</li> <li>(ii) The decision of the Committee as to the eligibility or otherwise of a candidate for admission to the examination shall be final.</li> </ul>

	<p>(iii) A candidate to whom certificate for admission to the examination has not been issued by the Department shall not be admitted to the examination.</p> <p><b>Penalty for impersonation</b></p> <p>7. A candidate who is or has been declared by the Selection Committee guilty of impersonation or of submitting false or fabricated documents which have been tampered with or of making statements which are incorrect or false or of suppressing material information or of using or attempting to use unfair means in the examination hall or otherwise resorting to any other irregular or improper means for obtaining admission to the examination may in addition to rendering himself liable to a criminal prosecution, be debarred either permanently or for a specified period from admission to any examination or from appearing at any interview or at any stage of recruitment process by the Selection Committee.</p> <p><b>Disqualification of appointment on Medical Ground</b></p> <p>8. No candidate shall be appointed to the service who after such medical examination, as the Government may prescribe, is not found to be physically and mentally fit. The candidate should be free from any mental or physical defect likely to interfere with the discharge of the duties under the service.</p> <p><b>Probation</b></p> <p>9. (i) Every person recruited to any cadre post through direct recruitment shall be appointed to the service on probation for a period of 02 (two) years.</p> <p>Provided that the Government may, if it so thinks fit, in any case or classes of cases extend the period of probation by a period not exceeding 02 (two) years for reasons to be recorded in writing.</p> <p>(ii) Probation period at every level on promotion shall be for a period of 01 (one) year.</p> <p><b>Confirmation</b></p> <p>10. Where a probationer has completed his period of probation to the satisfaction of the Government, he shall, subject to other provisions of these rules, be confirmed in the service at the end of his period of probation.</p> <p><b>Seniority</b></p> <p>11. (1) There shall be one seniority list and relative seniority of person holding duty posts shall be regulated by their seniority obtained in the corresponding post on the appointed day.</p> <p>(2) The relative seniority of direct recruits, after the appointed day, shall be determined by the order of merit in which they are selected for appointment.</p> <p><b>Administrative Control</b></p> <p>12. (1) The Administrative control over the service including appointment, transfer and deputation shall rest with the Roads and Bridges Department, Government of Sikkim.</p>
--	---

	(2) A member of the service shall not be transferred from one department to another or from the Department to any Corporation, Company, Undertaking or body save with the concurrence of the Appointing Authority both for the transfer and for deputation.
<b>Residuary Power</b>	13. All other matters in relation to the service not specified or for which no provision has been made in these rules shall be regulated by rules and orders applicable to other services of the Government of equivalent status.
<b>Power to relax</b>	14. Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax or amend any of the provisions of these rules with respect to any class or category or persons or Cadre posts.
<b>Interpretation</b>	15. In case of any queries as to the interpretation of these rules, the decision of the Government thereon shall be final.
<b>Savings</b>	16. Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes, Scheduled Tribes, Other Backward Classes and other special categories of persons in accordance with the orders issued by the State Government from time to time in this regard.

**By order and in the name of the Governor.**

**Cheden P. Ladingpa, SCS  
SPECIAL SECRETARY TO THE GOVERNMENT  
DEPARTMENT OF PERSONNEL**

SCHEDULE - I

(WORKSHOP SECTION) MECHANICAL DIVISION, ROADS AND BRIDGES DEPARTMENT.

Sl. No.	Name of Post	Number of Posts	Level in the Pay Matrix	Grade	Method of Recruitment	Educational Qualification and/or Eligibility Conditions
1	2	3	4	5	6	7
01.	Junior Foreman	8	Level 10	Group C	100% by promotion	Mechanic Grade - I with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
02.	<b>Mechanic Grade - I</b> <b>Classification of Post</b> (i.e. Grade - I of Fitter/ Electrician/ Welder/ Latheman/ Denter/ Painter)	10	Level 9	Group C	100% by promotion	Mechanic Grade - II with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
03.	<b>Mechanic Grade - II</b> <b>Classification of Post</b> (i.e. Grade - II of Fitter/ Electrician/ Welder/ Latheman/ Denter/ Painter)	15	Level 7	Group C	100% by promotion	Mechanic Grade - III with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
04.	<b>Mechanic Grade - III</b> <b>Classification of Post</b> (i.e. Grade - III of Fitter/ Electrician/ Welder/ Latheman/ Denter/ Painter)	25	Level 5	Group C	50% by promotion and 50% by direct recruitment	<b>Promotion:</b> - Mechanic Grade - IV with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
						<b>Direct Recruitment:</b> - 1. Should possess Class X Pass Certificate along with ITI Pass Certificate from any recognized Board/Institution. Preference shall be given to candidates experienced in Mechanical Trades. 2. Should have attained the age of 18 years but should not exceed 40 years of age.

05.	<b>Mechanic Grade – IV Classification and Number of Post (i.e. Grade – IV of Filter (10 Nos.)/ (1No.) Electrician (4 Nos.)/ Welder (4 Nos) / Light Machine Operator “OR” Latheman (5 Nos)/ Denter (4 Nos. )/ Painter (4 Nos.)/ Workshop Helper recruitment</b>	32	Level 4	Group D	100% by direct recruitment	<ol style="list-style-type: none"> <li>3. Should possess SSC/COI and other required documents.</li> <li>4. Must be able to read and write one of the local languages of Sikkim.</li> </ol> <ol style="list-style-type: none"> <li>1. Should possess Class VIII Pass Certificate from recognized Board/ Institution.</li> <li>2. Should possess work experience in mechanical field duly supported by valid certificate from mechanical-related workshops certified or licensed by Transport Department</li> <li>3. Should have attained the age of 18 years but should not exceed 40 years of age.</li> <li>4. Should possess SSC/COI and other required documents.</li> <li>5. Must be able to read and write one of the local languages of Sikkim.</li> </ol>

Note: These rule shall come into force from the date of their publication in the Official Gazette, however, rule 3 shall come into force with retrospective effect with a view to regularise the service of the incumbents referred to in the said rule and it is certified that by giving retrospective effect to rule 3, the interest of nobody is likely to be adversely effected.

**SCHEDULE -II**  
**(OPERATOR SECTION) MECHANICAL DIVISION, ROADS AND BRIDGES DEPARTMENT.**

<b>Sl. No.</b>	<b>Name of Post</b>	<b>Number of Posts</b>	<b>Level in the Pay Matrix</b>	<b>Grade</b>	<b>Method of Recruitment</b>	<b>Educational Qualification and/or Eligibility Conditions</b>
1      2		3      4		5	6	7
01. Workshop Supervisor		8	Level 10	Group C	100% by promotion	Operator Grade – I with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
02. Operator Grade – I <b>Classification of Post</b> (i.e. Grade – I of Roller Driver/ Excavator Operator/ Hot Drum Mixture Plant Operator/ Truck Driver/ Pothole Repair Machine Operator)		42	Level 9	Group C	100% by promotion	Operator Grade – II with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
03. Operator Grade – II <b>Classification of Post</b> (i.e. Grade – II of Roller Driver/ Excavator Operator/ Hot Drum Mixture Plant Operator/ Truck Driver/ Pothole Repair Machine Operator)		15	Level 7	Group C	100% by promotion	Operator Grade – III with minimum of seven (07) years regular unbroken service subject to availability of vacancy.
04. Operator Grade – III <b>Classification and Number of Post</b> (i.e. Grade – III of Roller Driver (15)/ Excavator Operator (20)/ Hot Drum Mixture Plant Operator (2)/ Truck Driver (8)/ Pothole Repair Machine Operator (2)/ Crane Operator (3)		40	Level 6	Group C	100% by direct recruitment	<ol style="list-style-type: none"> <li>1. Should possess Class VIII Pass Certificate from recognized Board/ Institution.</li> <li>2. Should possess Heavy Machinery Driving License wherever applicable.</li> <li>3. Should have attained the age of 18 years but should not exceed 40 years of age.</li> <li>4. Should possess SSC/COI and other required documents.</li> <li>5. Must be able to read and write one of the local languages of Sikkim.</li> </ol>
<b>Grand Total</b>		105				

Note: These rule shall come into force from the date of their publication in the Official Gazette, however, rule 3 shall come into force with retrospective effect with a view to regularise the service of the incumbents referred to in the said rule and it is certified that by giving retrospective effect to rule 3, the interest of nobody is likely to be adversely effected.